

WORDS & VIZION

UCFV FACULTY & STAFF ASSOCIATION NEWSLETTER

Sept 04 2003

VOLUME 12, NUMBER 1

FROM THE EDITOR...

Blinded by the Lite...

Following the FSA election process last May, I resolved to commit myself, newsletter-wise, to succinct, monosyllabic, Hemingwayish editorials. Three or four terse sentences, words of five letters or less, maybe a couple white elephants thrown in. But while you were heedlessly frolicking on vacation, let's just say that it's been a time of startling revelations for me – and I don't just mean the fresh and exciting look of the newsletter thanks to new FSA support person, Carol Dickson. A lot has happened on both professional and personal fronts over Summer '03, and, well, I just can't resist rambling once more.

Go East Person of Indeterminate Age/ Inclination, or, It's All About Choices

No doubt you've heard of our next evolutionary institutional rollercoaster ride. I refer to the role UCFV will play in the brand spanking new Educational Park of the Fraser Valley poised to re-make CFB CHWK, wherein we will be side-by-side with the luminary likes of SFU, BCIT, RCMP, U of Beijing, *et al.*

An 'Educational Park'? Cool. Hot. What? I must admit to having some trouble comprehending exactly what such a fabulous creature might be. Despite daily prune juice/mescaline cocktails (doctor approved for ADD geezers), my sense of this daring edu-entity so far remains sort of smoke-on-the-watery. When I first heard of the concept, I imagined something vaguely ecologic, like an endangered section of the Serengetti set aside for folks to drive through and be 'educated' about life therein. Or the Great Barrier Reef, ditto. Then I thought of industrial parks, those groupings of corporate addresses in some convenient suburban sprawl nexus. Next came water parks and theme parks, with their focus on relentless fun for a few dollars more. And of course the huge entertainment parks like Disneyland leapt to mind, with their

brightly cartoon costumed greeters, thrilling rides, candy floss stands, etc.

That's when all heck broke loose in my head. The Edupark *must* bring all the above elements together into a stunning mega-mall combo of school and arcade, wherein swarms of clients (edu-consumers that is) will be able to browse and select from a plethora of 'fun' offerings. The Edu-trend is clear enough, after all. I noted, for instance, in the *Vancouver Sun* editorial of Sept.5/03, straightforward support for the Lake Trail (on Vancouver Island) school's shift to single-sex classes using gender-specific textbooks and the 'rights' of students and their parents "to choose the learning environment that best suits them," as if education has become so commodified that educators themselves, like you and me, no longer have anything of value to say in how learning is structured, organized, put forth, etc.

And if shoppers can choose schools according to their use of gender-specific curriculum, can selecting the gender, sexual orientation, etc., of instructors and staff be far behind? Perhaps

Reports

From the President	3
Contract Chair	5
Secretary/Treasurer	6
Faculty Grievance Chair	9
Staff Grievance Chair	10
OH&S Chair	12
Articles	13
That Good Looking Teacher	13
UBC Plan to Catch Plagiarists	15
Jacuzzi University	14
Notes & Notices	BC
FSA Executive Listing	BC

because I've been toiling away on a film script the last month or so, I see this unwholesome potential for further consumerism succinctly summarized as a set-up scene right after the opening credits for a campus-located horror flick:

CLOSE UP: At a drive-thru window, a student leans out of car to 'place an order':

STUDENT: One lite CMNS course, mild-mannered metro-sexual instructor, triple cheese, hold the writing assignments.

INSTRUCTOR (OS): Supersize that for you today?

And, speaking of the future, you can bet your whatever that the centre of UCFV gravity is going to shift radically as soon as the EduPark's lights flick on. For a start there'll be many more amenities on this edenic Eastern campus. Like me, you've probably heard tantalizing rumours: about the luxurious CFB Officers' Mess morphing into a sumptuous Faculty Club, not to mention heady notions re Olympic sized pool and adjoining golf course to be added to the facility. *Que será, será*, but I can certainly see CHWK metamorphosing into a university town, thanks to 10,000 plus new students from all over the world, with a *de rigueur* international air and heightened cultural life, not to mention pommo *pique* and real baristas. And if that happens, naturally it will become the campus of choice in the expanding UCFV Edu-galaxy, while ABBY may well fade away into a post-Kingsway-like torpor and obscurity.

Needless to say, I've started to pick up the Eastern Fraser Valley real estate guide weekly, planning to make my move. Only thing is ... I also read somewhere, a day after the Trail story, that since its inception, eleven people have been killed in Disneyland (accidents plus a couple funland shootings), so maybe it isn't really 'the happiest place on Earth'. But, hey, sometimes you gotta take a chance.

Ethnic No More, or, What Me Worry?

The other day I was glancing over a CHUM TV call for script submissions to 13 Stories About Love, a series of one hour episodes on that perennially appealing topic. Having read about love, I thought of entering though the application process is not itself especially welcoming. The creative team must include at least one member who is "diverse," which is glossed as follows:

*Visible minority (including but not limited to, Aboriginal (Status, Non-Status, Metis or Inuit), or members of visible minority group: persons who are non-Caucasian in race or non-white in colour. Please note that visible minority is determined by race or colour not

by place of birth or nationality. Members of visible minorities in Canada include: Black (e.g. African, Haitian, Jamaican, Somali), Chinese, South Asian (e.g. Punjabi, Sri Lankan, Bangladeshi, Pakistani), Arab/West Asian (e.g. Armenian, Egyptian, Iranian, Lebanese, Moroccan), Filipino, South East Asian (e.g. Cambodian, Indonesian, Laotian, Vietnamese), Latin American, Japanese, Korean, and any other non-white racial group not identified) or member of other minority group (including but not limited to gay/lesbian men/women, or the physically or mentally challenged).

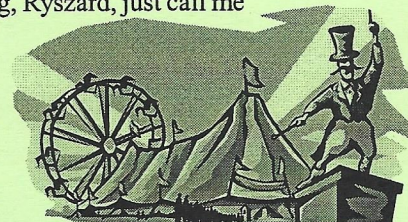
The "other minority group" category is odd, since it presumably embraces Caucasian characteristics and hence contradicts the overriding dictum: but that way lies muddledness. My point is that, in a flash, at the glib keyboard of some nameless communications flak, my long-standing Polish-Canadian cultural identity was erased. No longer am I lovable, colourful, or even mildly vibrant, as nowhere do I fit on this list.

Bit of a shock to be suddenly so deracinated, cut adrift in a sea of visible diversity, my own pale visage bobbing up and down like some soggy piece of whitebread. And strange to realize that, on a theoretical level at least, ethnicity itself is a measurable thing, determined, now and then, by some anonymous statistician, or perhaps the same PR type who penned the above notice.

But then, in another way, it's all so reassuring. All those years of agonizing over my true 'identity' and how I defined it, fretting and feeling guilty about losing my first language fluency through lazy non-usage, listening to endless gas-fests on CBC Radio re *multiculturalism* and the ever-popular mysterious lightness of *being* Canadian, filling out Canada Council Applications to the Arts on highly dubious topics, etc. ... all that gone, wiped out in a searing, cleansing blast of sudden recognition. No more cute hyphenations for me and no more ambiguity: finally, I *am* proudly Canadian, like a guy in one of those beer ads. Now I can just hang out at the hardware store in my spare time, build Muskoka chairs with my growing trove of power tools, pick up boxes of Kokanee instead of bottles of wine, flip burgers on the bbq (hey, who cares about Mad Cow; I saved \$1.42 per pound!), and listen to Celine Dion with tears in my eyes (well, I always have, but they used to be tears of laughter).

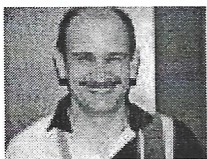
I also had a brillo marketing idea as a result of my transformative experience. Coming soon *only* to Canadian Tire Stores: The Ethnic Testing Kit; just add a bodily fluid of your choice and discover your absolute cultural currency in those moments when feelings of dangerous diversity drift or increasing ethnic ennui occur.

So long, Ryszard, just call me



-Dick, Ramblin' Rick,
Ed, Fred, whatever....

FROM THE PRESIDENT...



On behalf of the FSA I'd like to welcome you all back from your summer break. With spring semester officially being semester number one, we are now into the second semester of our academic year. We have dozens of new employees joining us. If you

are part of this group you are especially welcome to come by the FSA office anytime to chat; we'd be happy to try to answer any questions you may have.

Bargaining/Contract

We are in the process of tidying up the details from the last round of bargaining, and since we only were able to get a one-year contract, we are starting to think of bargaining yet again. Our Contract Chair ('Bargainer' is the label used at many other locals) reports on the contract elsewhere in *Words & Visions*. It was disappointing that after the FSA and Management had agreed to a two-year contract, the Public Sector Employers Counsel (PSEC) ruled that we could only have a one-year contract. Due to the fact that we had an outstanding 96% acceptance vote despite the expectation of 0% in the second year, and given the late hour and the perils of having no contract on your behalf, we grabbed the first year, called it a one-year contract. This is why you all saw upward jumps in your salaries.

On the Faculty side, the biggest change is a move away from the concept of regularization of the person, towards what we call regularization of the institution. Last year 17% of our sections were non-replacement non-regular sections, and a further 8% were replacement non-regular sections. We saw little benefit in separating these two, and have a simple regularization agreement that just says 25% of our sections will be taught by sessionals, period. At this time last year we had a large number of people who were hired into an institution that professed to have regularization of the person as its policy. However, at the end of April 03, only half a dozen were actually found to be on reg track, and the others who were above 50% (over 30 of them) were hired in a way that disqualified them; most did not realise this unpleasant fact. As a consequence, part of the agreement to switch away from regularization of the person these 'greater than 50% but not regularization track' candidates were put into a grandparenting scheme. Another problem with the old regularization of the person concept was that many departments did not want to lose control of their hiring of B Faculty. Ergo they would hold non-regular people to three sections or less. The original idea was to avoid a situation where a non-regular person was teaching 7 sections in perpetuity. What essentially replaced it was a system where they were teaching (for example) 2 sections here, 2 at Kwantlen and 3 somewhere else in perpetuity. No-one would allow them to get

more than a 50% load. UCFV last year had 220 regular 'B' Faculty, and about 270 non-regular Faculty, which is a testament to the strength and breadth of the backlash against the regularization of the person concept. I believe that both regular and non-regular members, as well as UCFV in general, are better off with the new scheme.

No one seems to know why we were denied a two-year contract. However, we note that we are now one of a long list of unions, not just post-secondary, whose contracts expire in April. There is some speculation that the government is putting a whole bunch of unions up for bargaining at the same time to hand out some 'special treats'. We shall see. In our favour is the difficulty of recruiting Faculty (especially in areas like Business, CIS) and against us is the reality of the Provincial deficit and debt.

Our Customers

The Good News: Over the summer there were many folk holding their breath as they watched the enrollment figures climb. Our tuition has gone from about \$65 per credit to \$100 per credit. If this had discouraged too many students we would have had problems. Fortunately, the total enrollments this year are slightly higher this year than last (between 1% and 2% up). This means UCFV has a chance of meeting its institutional target number of Full-Time Equivalent (FTE) students this year, depending on what happens in the winter semester.

The Bad News: There were many sections opened at the last minute. You might have noticed that the waitlist for English 105 was gone by September. Very unusual! Extra sections were opened in many other places. As a consequence the waitlist total (in the Academic/Career, our biggest area) was near 3500 as opposed to 4500 the previous year. The 3500 students still on the waitlist were spread across many sections. Most places where the waitlist was so long that UCFV could open and fill an extra section, they did. This means UCFV can't open many more sections; the demand simply is not there.

Total number of students may have not dropped from year to year, but there was a shift. Some areas experienced a small drop. If this continues too long it can cause dislocations in the workforce.

Next year (04/05) UCFV's FTE target will be increased, and it is possible we may have less money from the Provincial Government to do this with. Can we hike tuition further? Will student demand, already flagging a bit, recover?

The 50/50 News: I'm sure there will be some interesting discussions in Management about meeting our targets. The FSA should be involved, too. Right now I don't see how UCFV could continue to make the FTE target in 04/05 without some horrible things happening like lay-offs. On the other hand, for 02/03 Okanagan University College and the University College of the Cariboo only made about 95 % of their targets,

and Malaspina University College made about 90%. Nothing bad happened to them. It seems to me that the targets set by the Provincial Government are already a bit unrealistic, and going to become more so in future. There is no disgrace in failing to clear a bar that is set unreasonably high.

Faculty Evaluation

Just over a year ago UCFV introduced (with FSA blessing) a new method for evaluating new Faculty employees on probation. We are watching to see how it works. If you are part of the process and have anything to say about it, let your Union know. If you are having problems as a result of the new process, definitely let us know!

UCFV at CFB CHWK?

The potential move to the base may bring both challenges and opportunities to UCFV and the FSA. While Chilliwack's population has grown, the Chilliwack campus enrollments have not followed suit. The programs/courses are not appealing to the community the same way they do in ABBY. Whether this is poor program choice or poor PR, who knows? The FSA will monitor any changeover closely to minimise the effect on members.

Fraser Valley University?

Well, don't hold your breath about us becoming a university this year. The FSA doesn't have an inside track. We know the Ministry is in the process of reviewing mandates. UCFV's current mandate does not appear to include research. Whether we are allowed to continue making research opportunities available to our Faculty will be a signal to us from the Ministry as to the likelihood of us becoming a university in the near future. One of the problems we have in recruiting, especially in CHWK, is our image. We could attract more students with the University label. Right now attracting students seems to be UCFV's most limiting factor to growth.

Currently UCFV spends about 1% on research, and there is a danger that the Ministry might decide that we should use this to produce 1% more FTEs. For reasons outlined above, this could backfire.

The CIEA Question?

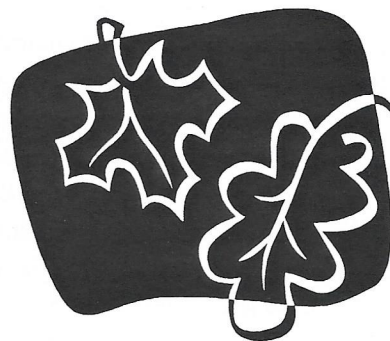
We promised to bring it back with more info. We will. Our relationship with the other CIEA locals has taken some knocks since they learned we have moved away from one of CIEA's proudest accomplishments, regularization of the person. Oh, groan, I wish this were happening on someone else's watch...

Personal Reflections/Replacements

This is my second year as Union President. I intend it to be my last. Like diapers (and for the same reason), I believe the senior positions in the Union Exec need to be changed from time to time, with this being most important for the President's position.

I look forward to working with the new Executive. I find they, and indeed last year's Executive, accurately reflect the membership, i.e., a healthy mix of hard-line unionists, lukewarm ones and some middle-of-the-roaders. This causes some spicy internal discussions, but all have the right to be on the Executive. Different voices need to be heard, and the FSA is a better organization for it. Moreover, I think that the reasonableness that comes from finding compromise solutions and attitudes also helps our relationship with Management.

It would be a mistake to take this situation for granted. The best defense is to make sure that everyone knows they are welcome to run for positions on the Executive. Honesty, integrity, tolerance and a black, black sense of humour seem to help, though.



NEW CIEA POSITION: GLBT

CIEA has decided to fund a new position, and will be holding a conference sometime soon. The position is to ensure sure the rights of Gay, Lesbian, Bisexual or Transgendered people are protected in the workplace. It is similar in spirit to CIEA's *Status of Women* position.

The FSA does not currently have a GLBT rep. Since we are (permanently?) discussing the re-organisation our Executive, we are not adding this position at this time, but may do so as part of a general re-jigging later. In the meantime, we would like to send a person to this important conference. We have already paid (through CIEA), and do not have a volunteer. If anyone is interested in becoming UCFV's GLBT rep, and/or attending this conference, contact Tim or Carol at the FSA office. Please note that CIEA has restricted this conference to Union members only.

-Tim Cooper

Local Bargaining Update

The major change to report at this time is that while our vote in the spring was for a two year contract, we were not allowed to leave the wages in the second year open. In fact, we were refused a two year contract, but could have accepted a one year with a 2% wage increase or a three year contract with a 2%-0-0, so we opted for a one year contract rather than accept 0% in the second and third year. I have no idea why a two year contract was a no-no, but I'm sure we will find out eventually.

With little choice regarding the term of the contract, the remainder of the agreement was accepted as written in the Spring '03 bargaining summary. In short, bargaining will not stop at UCFV for at least another year. The bargaining from '03 is still in progress to some extent as the Collective Agreement is being modified to suit the new changes, as well as a number of Letters of Understanding (LOU) that have work in progress to sort out items that were too extensive in scope to settle in a timely fashion during the bargaining process.

The Letters of Understanding that are still being worked on include:

- Department Chair workload/stipends
- Continuing Studies Article—committee to review and revise
- Online teaching—committee to review workload and other issues
- Markers—review issue and implement limited number in experiment
- Cafeteria style benefit plan—committee to review concept
- Emeritus Status—committee to create emeritus status for Faculty at UCFV

While these LOUs are resolved during this term, they may or may not be resolved in time for integration into this Collective Agreement, and may be included in the Agreement of '04-'05... either way the work will continue with solutions implemented as soon as possible.

As the Wages were the only item to be re-opened in the proposal put to the members in the spring of '03, at this point it appears the wages should be the main focus in the next round of bargaining. There may be a few important issues that were left unresolved in the spring, but for the most part we are very fortunate to begin this round with a significant number of our members concerns already dealt with in a recent bargaining round. We can now focus on wages. As we were only one of two locals bargaining last year, the majority of the other locals will be at the table this year, having not been at the table for three years. Therefore, the focus of the other locals may be on some of the issues that we have resolved recently.

At this point, we are not planning on re-surveying the members for issues to bargain, due to the survey completed just last year still being fairly fresh, giving me a good grasp of which issues were not covered in the last round. However, if there was something that was not resolved

in the last round that is a key item you feel we have missed, feel free to email your concerns to the FSA office and we can follow up on why the issue was missed or if it is still being considered. At this point, let's just hope the government is open to allowing us to ask for some extra wages to help us keep up with the inflation monster.

CIEA Bargaining Coordination & Review Committee

After attending the CIEA Bargaining Coordination & Review Committee (BCRC) meeting this weekend, I kept feeling like there was not a lot of concrete information that I would walk away with. Yet when I sat to write a summary of the meeting, it did become clear that there was a lot of information flowing around, you just had to grab the bits that would be of use in the near future.

While I was hoping to come away with some sense of whether there would be a central table this year for bargaining, it was not apparent that anyone in the room knew more than we do. A brief discussion led me to believe that the majority of the smaller locals were indicating a preference for a central table, while many of the larger locals were not vocalizing their preference in either direction. I suspect that was tied in with the public display of contempt by some locals at the meeting table towards UCFV, due to our recent removal of regularization of the person for Faculty. I quickly took the cue, and remained silent during most discussions, feeling as if already on the Group W Bench referred to in *Alice's Restaurant* (for those of you who don't remember, that's where those too 'immoral' to get into the Army sit).

A summary of the concerns raised by the other locals included:

- Wages
- Pensions
- Improved student/staff ratios for counselors
- Early/phased retirement provisions
- Workload
- Benefits including:
 - o Eye exams
 - o Dental
 - o Glasses
 - o Unspecified items recently de-listed by MSP
 - o Hearing aids
- Harassment policies
- Coordinator/department head - release time/ stipend
- Pay parking for free
- Professional Development & Education Leave funding
- Changing Technology/Distributed Learning concerns
- Development of online resource sites (Faculty web sites)

The top three items in the list were noted as the priorities that CIEA believes should be focused on this round of bargaining (though two of these items were not indicated by our members as top priorities in the most recent survey).

The list of items to be considered for bargaining was interesting, as many of these were the issues identified by our members in the last round of bargaining, with many of them successfully resolved or LOUs outstanding to allow for comprehensive review of the issue. I feel that we are very fortunate to be in a position where we have managed to identify and resolve many of the issues that are niggling away at members of other locals.

Some locals were expressing concern regarding anticipating requests from Management for:

- Rolling back of wages in certain areas on campus
- Modifications/removal of some members from the regularization language

The question may arise at this point, why attend the central table? Well, I haven't been able to answer that for myself yet. CIEA did provide a nice 10 point bulletin telling us the benefits of the Provincial table negotiations achieved in the past 3 bargaining rounds. The items listed included:

1. Common Harassment Investigation Processes
2. Human Resources Database
3. Union Leave minimum $\frac{1}{4}$ of full-time employee paid release
4. Pats on back from counterparts in CAUT for excellent copyright language in common agreement
5. Parental Leave – the envy of many
6. Employer paid LTD and STD
7. ERIP plan put in place
8. Regularization language praised throughout Canada and US
9. Common Salary grid with labour market adjustments on top two steps on scale
10. Compression of salary grid from 14 to 10 steps

It was interesting to note that items 1 through 4, and 7 will likely not affect many of our members. Items 6 and 8 have been bargained away by UCFV. Item 6 was removed in the '01 round after Ian McAskill brilliantly identified that any contribution to the disability insurance by the employer leaves payments taxable in the hands of the employee in time of need, while if the payments are made only by the employee they are indeed tax free when on disability. Our health spending account was created to compensate us in part for not requesting item 6. Item 8 was bargained away this round after requests from the majority of Faculty members for the removal of this provision. This leaves items 5, 9 and 10 as items for us to consider as significant gains on our behalf. While the benefit to item 5 is clearly a win to many members in their child-bearing years, it remains a bone of

contention for those who will not make use of the parental leave during their careers. So we are down to items 9 and 10. I think it best to leave it with comments made during the meeting that included references to what crappy bargainers we were to have only managed to go from 60K to 73K in 10 years, which is not even keeping up with inflation.

After listening to the bargaining strategies it did become clear that the concept that every time you win one item you lose on another was not lost on this crowd. It was also very clear that there were financial concessions made at the table to buy the regularization of the person language in the last round. In other words, wages were agreed to be lower for all Faculty members at every institution to buy the full-time positions for some part-time Faculty members through regularization of the person. It was quoted that some "300 full-time Faculty jobs were created" with the regularization of the person language brought in by CIEA in the '01 agreement, and the not-so-subtle implication was UCFV did not place enough importance on that union win. While I felt as if I was still sitting on the Group W Bench, I didn't feel it safe or wise at this time to point out that many of those full-time positions would have been created anyway (at least at UCFV). They would just have been filled with candidates from a posted position rather than the next in line reg track person. It is worth mentioning that the Union at Malaspina made every effort to block the posting of a position insisting that the placement of a reg track Faculty member should not be postponed due to a posting. Malaspina's Union lost their case and the posting proceeded, which has essentially put the reg track language in a spin. It is now clear that Management can post a position if they would prefer to search for a candidate with a selection committee rather than regularize the next candidate in the area. As we close out the chapter of regularization of the person here at UCFV, we note that we have explicit language in place that protects our folk on reg track from being bumped from their position by a posting by Management.

You may have noted that pensions were listed as one of the top three items of priority for CIEA in this next round of bargaining, and wondered how we can bargain this item. If you have no interest in pensions yet, read on anyway as any pension negotiations may take real money from your pocket next round. It took much of the meeting to try to explain how pensions can be put on the table, while the bargainers have no right to bargain pensions. The long and the short of it is that there is a separate forum for the pensions to be bargained, which is also occurring this year. While we as bargainers have no direct input into that process, we will be given \$1 less for every dollar that is won at the pension table. Clearly there is only so much money that will be allocated to us, and if the pension group wins at their table, the locals can't have that money for their bargaining items. We can't have the money in our pensions and spend it now as well.

When I stood up from the Group W Bench momentarily to ask how a hypothetical local could bargain locally with the pension discussions out of our hands, I was told that "I should ask Okanagan University College, as they likely have the same question" (they quit CIEA in '01). I sat back down on the Group W Bench and remained silent for the remainder of the meeting. There is joint partner committee meeting coming up in October that has to do with bargaining and the pension funds. I hope that will bring a bit more clarity to the issue.

After the BCRC meeting I was thankful that we have just finished a round of bargaining in an environment as congenial as UCFV, with many of the issues raised by other locals having been solved completely or still being worked on by the FSA and Management under LOUs. I was a little surprised by the fact that several of the other locals were proud of the fact that, "Their signs and barrels are ready and available from the last job action in '95!" Some locals openly indicated that they are anticipating job action this round as well. I hope everyone at UCFV takes a minute to be thankful for our comfortable environment and relatively open relationship with our Management.

I came to realize that while I am now a seasoned bargainer, with one round of local bargaining under my belt, there are many things to learn and know regarding the larger provincial bargaining process. I will do my best to keep you all informed as the process unfolds.

-Shelley Drysdale

SECRETARY TREASURER

The scintillating detail of the independent financial review of the FSA books for the year ending April 2003 has now been rendered by Meyers, Norris, Penny, LLP. As is our practice, I have replicated this report on page 8 for your review. We endeavour to maintain our internal bookkeeping practice to follow general accounting practice, and our budget envelopes to generally reflect the allocation used by the accounting firm in their annual review. As the result of this year's review, we will be adding two envelopes to our budget in the coming year. First is amortization. Since the value of our stock of capital assets (such as computers, fax machine, telephone etc.) is small in relation to our budgeted activity, we used to simply budget for them as we needed them. Now we will make a notional allocation each year as a line item and we will use that notional allocation as a reserve to make replacement purchases in the future. It is the correct accounting method to use, as I teach my students, even for national accounts.

The second change will be in the handling of revenues and expenditures on social events sponsored by the FSA. You may note the Christmas party has been accounted both for its revenues and expenses. (In my annual report, I have shown the Christmas party only within the AGM and Social category as an expense, net of the ticket sale revenues.) The Finance & Administration Committee will be meeting shortly with the organizers of the AGM and social events to review our procedures to implement a change in our subsequent reporting of such items.

I am pleased that this independent review has been concluded with so few issues. I would like to recognize and thank Flo Kehler for her work as our bookkeeper, in keeping such a careful watch on our accounting.

-Ian McAskill

AN ENCHANTED GATHERING...

UCFV and FSA would like to invite you to enjoy an enchanted Christmas gathering at the Heritage Valley Resort on December 13th. Join your colleagues for this year's Christmas Party, featuring the band Rude Boyz. Tickets and additional information will be available in November.

*-Connie Cyrull & Laura Naydiuk
FSA Social Committee*





MEYERS NORRIS PENNY LLP

REVIEW ENGAGEMENT REPORT

To the Members of UCFV Faculty and Staff Association

We have reviewed the balance sheet of UCFV Faculty and Staff Association as at March 31, 2003 and the statements of earnings and net assets for the year then ended. These financial statements have been prepared in accordance with Canadian generally accepted accounting principles. Our review was made in accordance with Canadian generally accepted standards for review engagements and accordingly, consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the Association.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.

Meyers Norris Penny LLP
Chartered Accountants

Abbotsford, BC
July 2, 2003

UCFV Faculty and Staff Association

BALANCE SHEET

March 31, 2003 with comparative figures for 2002
(Unaudited - See Review Engagement Report)

	2003	2002
Assets		
Current		
Cash	\$ 25,273	\$ 8,143
Short-term investments (note 2)	72,993	71,422
Accounts receivable	42,770	38,875
Loans and notes receivable	-	1,450
Accrued interest receivable	716	685
Prepaid expenses	500	200
	142,252	120,775
Long-term investments (note 3)	156,406	155,229
Furniture and equipment (note 4)	11,490	10,883
	\$ 310,148	\$ 286,887
Liabilities		
Current		
Accounts payable	\$ 48,929	\$ 61,694
Net Assets		
Unrestricted	249,729	214,310
Invested in furniture and equipment	11,490	10,883
	TT 261,219	225,193
	\$ 310,148	\$ 286,887

See accompanying notes

Approved by the Board

Director Director



FACULTY GRIEVANCE

Since last report, two grievances were advanced beyond the discussion or fact-finding stage and later sustained in the interest of the Faculty members involved. One protested the cancellation of regularization rights of two members who had earned them in 2002. The other alleged that the employer, in failing to appoint an internal applicant for a posted B position, erred on procedural grounds and in its assessment of the member's qualifications.

This second dispute merits further comment. Failure to appoint disputes are not uncommon. The employer enjoys broad powers under its Management rights clause (Article 4.1) but is subject to some principles such as fairness and reasonableness as well as the internal applicant preference clause in Article 13. This clause requires the employer to appoint the internal applicant, where his/her qualifications are equal to those of external applicants. Of the various legal models of hiring preferences, ours is not very strong and not easy to enforce. Some collective agreements require the employer to appoint the internal candidate who meets the stated minimum qualification, no competition. At the other extreme is a preference the employer may or may not confer, as it sees fit. By our clause, equally qualified internal candidates means 'substantially equal'. If a vote in a SAC was 3-2 in favour of an external candidate or by a different poll an external candidate had piled up 50 points by the criteria and the internal candidate had 46 points, an arbitrator might well rule that the internal applicants' qualifications were substantially equal, the differences being minor and award for the internal candidate. SAC panellists and the administrator in charge of the competition want to keep the 'substantially equal' test in mind. When we compare qualifications, we are really comparing ability to do the job and in failing to appoint the internal candidate we have concluded that the external candidate is substantially more able. Internal candidate disputes have occurred when the panel wasn't even aware of an applicants' internal status or where the vote was close and there was no discussion about implications.

The FSA and UCFV have more-or-less completed the list of Faculty employees who qualify for regularization track or procedures that may lead to that. If you have worked here at >50% rate (by courses or hours) for a year or more, you qualify. Let me know (local 4530 or 604-795-2788). And here is a list of people who have put themselves forward as contacts:

Faculty Shop Stewards for 2003/2004

Tim Lynch	4387
David Maroun	Hm: 792-4071
David Riel	CTC: 850-8672 (ext 157)
Norm Taylor	4225

PROBATIONARY FACULTY PLEASE NOTE...

Procedures

There are two probationary procedures currently in use at UCFV: the old one and a new one. The new one has a more diverse set of criteria than the old.

The new procedure was approved for use by the FSA Executive on October 30, 2002. However, some faculty already in the system will still use the old procedure. As was agreed at LAMM, and ratified in the October 1, 2003 FSA Executive meeting...

Faculty whose first greater-than-50% teaching contract was issued in Fall 2002 or later, and Faculty who have been categorized in the recent grandparenting agreement as Category II, will use the new process. All others will use the old process.

Periods

Faculty who have worked at a 75% or greater workload in the year immediately preceding their receipt of a B Contract will serve a one-year probationary period, not two (Article 14.1). If you have any questions, please phone Tim Cooper (local 4456) or Bob Smith.

-Bob Smith



STAFF GRIEVANCE

Welcome back for Fall 2003! As the new Staff Grievance Chair I'm just getting used to the position and trying to get an overview of Staff issues at UCFV. There's a lot to learn, and though it's hard to replace Heidi's knowledge and experience, I am really enjoying the position so far and look forward to working with the membership throughout the coming year.

It has been very busy for me already, and I've found that my long history at UCFV is an asset in understanding how our many areas work, who the Staff members are, and how to approach various problems. As well, because of my own experiences in a myriad of employment positions (working on temporary contracts, hiring, layoffs, bumping, etc.), I have a personal understanding of what happens in those cases and the effects they can have on you personally and professionally. As such, I advocate for you with empathy and with a personal commitment to your rights and your well-being as an employee at UCFV.

Staff Shop Stewards

Recently, we reviewed the practice of having shop stewards on the Staff side, based on the following points:

- The Staff Grievance Chair is a full-time release position, and is therefore very accessible and available to staff members.
- Primarily, Staff come directly to the Chair with questions and concerns, rather than to a shop steward.
- It has been historically difficult to get such a diverse group as the stewards together for meetings and training.
- It is also hard to keep shop stewards thoroughly trained and updated on the Collective Agreement.
- As well, the FSA did not have in place constitutional language on shop stewards, so there was confusion on how many stewards we could have, who could become one and how, and the responsibilities and terms of shop stewards.

The issue was discussed frequently at Table Officers meetings, and, out of that, a motion was passed by the Executive to suspend the shop steward system on the Staff side, pending review to create constitutional language covering it. I'll keep you updated on this in future issues of *Words & Vision*. My heartfelt thanks to those who have acted as shop stewards in the past, and who have so willingly taken on the extra responsibilities of interpreting the Collective Agreement and representing colleagues. The FSA appreciates your commitment and dedication!

In the meantime, if you have any questions or concerns, please don't hesitate to contact me directly; or feel free to contact any of your FSA Executive members just as you would approach a shop steward. All FSA Executive members are familiar with the Collective Agreement to some degree and will confidentially

answer your questions and/or bring forward your concerns in the appropriate manner.

Regularization of Temporary/Part-Time Staff

As I have had a number of issues come up and questions on the process of regularizing Staff members, I thought it might be helpful to lay out the process clearly. There are several categories of contracts for Staff members:

Type 'A' appointment – This is a permanent Staff contract and can be either full-time or any amount of part-time. Type 'A's' are FSA members.

Regular Part-time 50% or greater Staff – The title of this type of contract can be confusing, since persons in this category are not 'regularized' (i.e. made permanent) yet, and although they are called part-time, they may work full-time or part-time hours. This is a contract for a fixed term not to exceed one appointment year. (Used to be called the 'C' contract.) Employees in this category are FSA members, but do not have all the rights, benefits and permanence of an 'A' contract. Persons in this category can be 'regularized' into permanent employees if they satisfy certain criteria (outlined below, in Regularization of a Staff Person).

Regular Part-time less than 50% Staff – Again, although these contracts are called 'regular', these employees are not 'regularized'. This is a contract for less than 50% of an annual duty load, but more than 140 contracted hours. At 140 hours worked, an employee becomes a member of the FSA, but this category does not have all the rights, benefits and permanence of an 'A' contract.

Auxiliary – This is basically a temp contract, an appointment for an unspecified period on a day-to-day basis, whether for a full day or part of a day, up to a maximum of 140 hours per year. Usually used for substitution for other employees for short durations or emergency circumstances. Auxiliary employees are not members of the FSA. In addition to an Auxiliary list held in Employee Relations, some departments that require temporary, on-call fill ins also keep their own auxiliary lists. Employees are called to work on a rotating basis from the auxiliary lists.

Regularization of a Staff Person

Staff members who have been working on Regular Part-time 50% or greater contracts are eligible to be regularized into 'A' contracts if they have satisfied the following requirements:

- the Staff employee was hired on a part-time contract commencing work in August 1999 or later, and

- has successfully competed for a posted vacancy through a standard SAC process, and (The intention is that this should be a related posted vacancy, of 50% or greater. However, sometimes the employer does not follow standard SAC hiring procedures, and employees go from working as auxiliaries to regular part-timers without having been through a SAC. It is not the intention of this clause that the employee would suffer as a result of the employer's lack of posting, and in that case, this clause can be waived.)
- she/he has received satisfactory evaluations prior to regularization (An employee will be deemed to have received a satisfactory evaluation if one has not been undertaken by the employer.), and
- the Staff employee has worked at a workload of fifty (50%) percent or greater for each of two (2) consecutive appointment years; or in the case of a leave replacement, three (3) consecutive appointment years, and
- there is a reasonable expectation of ongoing employment for which the employee is qualified at a workload of at least fifty (50%) percent or greater for the next year.

Regularization of a Staff Position

Sometimes, a position is initially created on a temporary basis - because of temporary funding, or the perception that the work may not continue beyond a fixed term. However, if these positions continue beyond the initial end date and are extended for a given length of time, they become eligible to be turned into regular, permanent type 'A' positions. A temporary Staff position will be regularized into a permanent 'A' position when the following criteria exist:

- The position has existed at a workload of fifty (50%) percent or greater for each of two (2) consecutive years, and
- There is a reasonable expectation of ongoing need for the position.

Appointment to a Newly Regularized Staff Position

Once a temporary position has been regularized into an 'A' contract position, there are a number of scenarios for filling the position, depending on the circumstances of how it has been staffed.

- If a permanent 'A' contracted employee has been working in a temporary Staff position on a secondment or a change of duties, and that temporary Staff position is regularized into a permanent 'A' position, the incumbent is placed into the newly regularized position.
- If a regular part-time greater than 50% employee has been working in a temporary Staff position, and that temporary Staff position is regularized into a permanent 'A' position, the incumbent is also regularized and placed into the newly regularized position, provided the Staff member meets the 5 criteria outlined in Regularization of a Staff Member (above).
- If a number of regular part-time greater than 50% employees have been working in a temporary Staff position or in a number of identical temporary Staff positions, and one or more temporary Staff positions are regularized into permanent 'A' position(s), the incumbents are not automatically placed into the regularized positions; the position(s) has to be posted, and the part-time employees have to apply for the opening(s).

Hopefully this info helps to clear up some questions you may have had on this topic. Please contact me if you feel you, or the position you are working in, are eligible to be regularized, and I will check into it for you.

As well, keep in mind that there are always extenuating and unusual circumstances that we cannot anticipate, nor does the Collective Agreement provide language to cover every eventuality. That may mean certain procedures have had exceptions made to them in the past. Those situations are always worked out with the FSA and Management, and it is clear to me that any such instances have always had the best interest of the employee, and the equity to other members, in mind. Prior to becoming Staff Grievance Chair, I often wondered about the apparent fairness of various placements of Staff members here or there. Because I am now able to see the whole sequence of events, and am aware of all the details, I'd like to assure my colleagues that there are good reasons, decent intentions, fair decisions, and no policy violations behind moves of that nature. You CAN trust your FSA processes and representatives.

Here's how you can reach me: ABBY B377, local 4534 or 604-854-4534 or Marna.Levae@ucfv.ca. On Thursday mornings I will be in CHWK: A102f, local 2498. And, on Fridays, I will have varying hours on the MISS Campus.

-Marna Levae

HALLS OF ACADEME: A MULTITUDE OF THINGS

A Plenitude of Freshmen
 A Platitude of Sophomores
 A Fortitude of Graduate Students
 A Clamber of Assistant Professors
 An Entropy of Full Professors
 A Pursestring of Alumni
 An Oversight of Deans
 An Oxymoron of Athletic Scholarships
 A Vicious Circle of Fallacies
 A Nullity of Nihilists
 A Transcendence of Metaphysicians
 A Conjunction of Grammarians
 A Lapsus of Linguists
 A Praise of Classics
 A Shush of Librarians
 A Discord of Experts

*-James Lipton
 An Exaltation of Larks*

OH&S COMMITTEE

I just want to start off by saying that this year we will try to put in a report for every issue of *Words & Visions*. We decided that as a committee, that would be a very useful as a way of educating our members. If you have anything you would like discussed, feel free to give me a call or better yet, send me an e-mail.

I welcome our newly elected members to the committee: Leslie Bogula, Joyce Ashley, Kevin Antonishen and Dennis Brackett; and greet Laura Naydiuk and Joan Johannessen as returning members.

What have we done since my last report? I hardly know where to start, since much has been happening in terms of general safety inquiries.

We have just assisted a Faculty member in getting the lighting in his new office fixed to his satisfaction. Thank you to Alan Stokes to responding to our request so quickly. Large amounts of black dust in a couple of areas were due to dirty air filters. We did a complete overhaul of the fire wardens for both Abbotsford and Chilliwack campuses due to a number of wardens either having moved because of bumping, renovations, new positions, etc. As well, there is a start-up of initial planning to ensure that we meet WCB regulations on having all employees educated in WHMIS and training where needed. Employees at Marshall Road Campus willing to take the Level I first aid course have been identified and the required first aid equipment has been ordered.

We have not been able to find anyone willing to take on the duties of the first-aid attendant on the ABBY Campus from 7-8:30 am Monday to Friday. We need to have one but have tried everything to find someone, with no takers so far. If you are interested in more details, please give either Rob Kilfoyle or me a call. We have asked for a report on a request from an area that feels they do not meet fire regulations when

it comes to escape plan and/or exits and were not happy with the answer that they were given. Training for new fire wardens is being set up. As for workplace inspections, training will be to be set up for all departments with required inspection guidelines.

Are you sensitive to certain smells or odors? Have you ever thought that maybe one of your co-workers is? This is probably something most people never think of until it happens to them. If you are bringing in your own cleaning supplies from home, stop and think whether it may bother someone in your area. Next time you are shopping, stop by the natural foods section and just take a look at the cleaners they now have that do not have any chemicals in them.

The new full-name e-mail address format was brought to the OH&S Committee as a safety concern by a number of members. This was discussed at the FSA Retreat in June. If a member has a serious concern and does not want her or his full first and last name used, please contact me (OH&S Chair) or Michelle Demers (Status of Women Rep). A list of names will be forwarded to Tim Cooper, who will then ensure that the appropriate Deans are notified and that our members' concerns are dealt with.

In closing, I would like to mention something completely different. The FSA has decided that we would like to start doing more activities to bring our members together in a social setting. Other than the Christmas dance, suggestions have been made for things like a car rally, scavenger hunt, kids' Easter egg hunt, or? If you have any suggestions, please let our 2nd VP's know. What we have planned to get us started is a FSA Fun Nite on November 8. If anyone participated in the Big Bowlers earlier this year they will know how much fun it can be.

-Colleen Olund

Jacuzzi University,

Continued from Page 14

By some measures, the competitive bid appears to be paying off. Since opening its new recreation center in 2001, for example, Washington State University has assembled a freshman class with the best grade-point average in the university's history.

"I wouldn't pretend that was the only factor, but it was one of them," said Kathleen E. Hatch, the university's recreation director.

"Is \$40 million worth it?" she asked. "Well, \$40 million becomes a part of the profile of becoming world class, which is the new tag line. It's helped put us on the map."

But while students liberally line up behind lavish facilities, there is no shortage of detractors who bemoan the price tag that can accompany them.

Liza Greifinger, a 19-year-old sophomore from Dobbs Ferry, N.Y., chose Vermont because she fell in love with its mountains, and was not put off by any lack of luxury. As for the impending student center, she said: "It's definitely excessive. Out-of-state tuition is already so high, and people are complaining about it."

Still, there is another, equally powerful audience that many universities are eager to impress: donors and alumni.

Last year, the University of Rhode Island opened a \$54 million sports complex with luxury boxes and a skating rink that is open 15 hours a day. As Linda A. Acciardo, a university spokeswoman, put it: "People don't give to institutions that look like they need money. They give to institutions they are proud to be associated with."

-Greg Winter

New York Times, October 5, 2003



THAT GOOD-LOOKING TEACHER MIGHT JUST BE TENURE-TRACK

Good-looking people are paid more than their less fetching friends. It may be surprising or irritating, but it is a fact that has been shown in various studies. A new paper, however, on the role of beauty in the academic workplace is reigniting a long-standing battle over teaching versus research in the university.

As Canadians students going to school next week will find, teaching at universities remains a neglected activity. It is a distant second behind producing research papers. Yes, some professors like teaching, and there are faculty who put many hours of work into teaching and are very good at it, but too many treat instruction as a disposable commodity, a Tie Domi hockey card to be traded surreptitiously for a Stan Mikita.

It isn't entirely professors' fault. After all, teaching distracts them from their research, and it is research that gets faculty tenure.

A new paper, by an economist (and his student) from the University of Texas at Austin has provided more ammunition to the anti-teaching sorts. It found that, all else being equal, students give better-looking professors higher teaching ratings than their less appealing peers. The average score on the five-point teaching-rating scale in the study was 4.2, with more attractive professors rating 4.5, and less attractive sorts trailing with 3.5.

Some university faculty see trouble here. Teaching evaluation is tottering! Beauty drives ratings! Given the (marginally) increasing importance of teaching ratings in professorial performance reviews, this, they self-servingly argue, throws into question the whole idea of using student-based teaching ratings at all. It is a happy disaster.

Teaching's detractors should be so lucky. First they must convince others to see this new data the way they do.

And they are trying. Many faculty have long argued against student-centered evaluations. They say such things are popularity contests, a parlour trick wherein funny faculty outscore smart faculty. They argue that learning is tough and they score lower than their funny, better-looking colleagues because they impart more information.

It conclusively proves that ratings are nothing upon which to base tenure decisions. Faculty learn that lesson quickly. Being a great teacher and a poor researcher will never get you tenure at a good school; being a great researcher and a poor teacher will get you tenure at the best schools.

Being both a great teacher and a great researcher is wasted energy, like doing jumping jacks between shots while golfing. With tenure being the coin of the realm, the decision is not difficult: Put as little time into teaching as possible, and put as much as possible into research.

That cynicism is there to be seen in the Texas beauty study, although few observers have pointed out the connection. Because another important factor in the study was whether the professor was tenure-track. Remarkably, non-tenure-track contractors, people outré and living on the edge of the ivy, taught best.

Hal Varian, a respected Berkeley economist, noted the tenure-track performance connection in a New York Times column this week. But he then dismissed its importance, somewhat sniffingly saying non-tenure-track faculty are hired mostly for their teaching ability anyway.



In other words, tenure-track faculty are not hired for their teaching ability. Instead, they are more important for their ability to do research and bring in research dollars. Isn't there at least a shadow of similarity, to be mischievous for a moment, to, for example, the director of a late-1990s brokerage firm blithely saying analysts are paid less for analysis, but more for bringing in investment banking dollars?

It isn't a scandal. And even if it is an uncomfortable truth, it is one that has happened in plain sight. Anyone who has spent any time at universities knows they underrate teaching. But the struggle is intensifying on both sides. Students are trying to end-run the system, creating public Web sites with faculty ratings (see www.ratemyprofessors.com); faculty are trying to dismiss "flawed, appearance-centric" evaluations.

It may be too late for students, though. Academics have long dismissed teaching as something only to be done well by lower castes, or by clueless sorts who don't understand how the tenure game is played. This study only gives them more ammunition to keep surveys down: Teaching ratings are driven by appearance and shouldn't matter in tenure decisions.

This tension between teaching and research need not be the either-or dilemma it is today. I have known some excellent university teachers, and others who with the right encouragement could have been wonderful in the classroom. They are learning, as I have, that teaching can be immensely rewarding. If university administrators dismiss rear-guard fights, like this faculty-fuelled one over the role of appearance in ratings, it will be a small step in giving a needed boost to teaching. Because there is more to being a good teacher than meets the eye.

-Paul Kedrosky

Financial Post August 30, 2003

JACUZZI UNIVERSITY?

In the abstract, Kathy Anzivino believes there must be some pinnacle of amenities that universities simply cannot surpass, some outer limit so far beyond the hot tubs, waterfalls and pool slides she offers at the University of Houston that even the most pampered students will never demand it and the most recruitment-crazed colleges will never consent to put it on their grounds.

She just has a hard time picturing what that might be.

"There's got to be one, but what it is, I don't know," said Ms. Anzivino, director of campus recreation at the university, which opened a \$53 million wellness center this year.

Beyond its immense rotunda stands a five-story climbing wall that looks as if it was transported straight from Arches National Park, while boulders and palm trees frame the leisure pools outside.

"Everyone says it looks like a resort," she said.

Whether evident in student unions, recreational centers or residence halls (please, do not call them dorms) the competition for students is yielding amenities once unimaginable on college campuses, spurring a national debate over the difference between educational necessity and excess.

Critics call them multimillion-dollar luxuries that are driving up university debts and inflating the cost of education. Colleges defend them as compulsory attractions in the scramble for top students and faculty, ignored at their own institutional peril. And somewhere in the middle sit those who have only one analogy for the building boom taking place.

"An arms race," said Clare Cotton, president of the Association of Independent Colleges and Universities in Massachusetts. "It's exactly the psychology of an arms race. From the outside it seems totally crazy, but from the inside it feels necessary and compelling."

Students now get massages, pedicures and manicures at the University of Wisconsin in Oshkosh, while Washington State University boasts of having the largest Jacuzzi on the West Coast. It holds 53 people.

Play one of 52 golf courses from around the world on the room-sized golf simulators at Indiana University of Pennsylvania - which use real balls and clubs.

Only about 100 miles away, Pennsylvania State University's student center has two ballrooms, three art galleries, a movie theater with surround sound and a 200-gallon tropical ecosystem with newts and salamanders. Oh, and a separate 550-gallon salt-water aquarium with a live coral reef.

Ohio State University is spending \$140 million to build what its peers enviously refer to as the Taj Mahal, a 657,000-square-foot

complex featuring kayaks and canoes, indoor batting cages and ropes courses, massages and a climbing wall big enough for 50 students to scale simultaneously. On the drawing board at the University of Southern Mississippi are plans for a full-fledged water park, complete with water slides, a meandering river and something called a wet deck - a flat, moving sheet of water so that students can lie back and stay cool while sunbathing.

"The base minimum is a thing of the past," said David Rood, a spokesman for the National Association of College Auxiliary Services. "There is a lot of one-upmanship going on. Whatever the students want is pretty much what they're getting."

To finance the boom, universities are borrowing money at an escalating pace. According to Moody's Investors Service, public and private universities issued \$12 billion worth of bonds in the first three quarters of 2003, a 22 percent increase from last year and almost three times as much as in the same period in 2000.

The vast majority of that borrowing has been for construction, Moody's said, and while some of the surge reflects a desire to refinance earlier projects at better interest rates, most of it stems from the current transformation of the nation's campuses. Though that includes classrooms and research buildings, Moody's said, the blitz of new student unions, dormitories, recreational centers and their related perks is "probably the No. 1 driver" of the trend.

"Are they driving up the cost of education? Absolutely," said Naomi Richman, manager of Moody's higher education rating team. "By catering to the students they're trying to court away from other schools, they're making their product more expensive."

In almost all cases, the debts for these facilities are paid by mandatory student fees that will continue for decades, often a few hundred dollars a year per person. Because students usually have some initial role in approving the projects, through surveys, representatives or even referendums, colleges like to point out that students are willing to tax themselves to reap the benefits, whereas tuition increases simply show up on their bill.

Nonetheless, critics retort, future classes of students and the parents who support them will have had no say at all.

Perhaps even more important, they contend that the amenities race is purely discretionary, and therefore much harder to justify than the myriad expenses colleges can scarcely control, like labor contracts, health insurance premiums and fuel prices.

"We all want our children to live better than we did, but this is overkill," said Representative Howard P. McKeon, a California Republican who has vowed to introduce legislation to curb rises in college tuition and fees. "When colleges tell me that they can't control their costs and then they build this, I find it hard to believe."

But how discretionary is the amenities race? Surely not all the bells and whistles are defensible, college officials concede, but given the expectations of students who have grown up with DVD players in their own rooms, any campus without, say, a nightclub and a food court is as obsolete as an eight-track cassette.

"These are not frills," said Daniel M. Fogel, president of the University of Vermont. "They are absolute necessities."

The University of Vermont plans to spend up to \$70 million on a new student center, a colossal complex with a pub, a ballroom, a theater, an artificial pond for wintertime skating and views of the mountains and Lake Champlain.

By today's standards, Mr. Fogel said, that is rather modest.

"Harvard can count on enough bright kids willing to sleep on thin mats of straw to go there," Mr. Fogel said. "That's Harvard."

Colleges have become so attuned to the amenities race that the University of Vermont's architects, a firm called WTW that has worked on about 50 such projects in the last decade alone, took the trustees on a tour of other campuses to survey the competition.

And though the contest has made it as far as the Ivy League - Cornell is investing \$259 million in what it calls "student life" and residential facilities alone - there is a preponderance of activity on public campuses for a simple reason.

They are keen on challenging private colleges, luring out-of-state students who pay higher tuitions and keeping locals from taking their dollars elsewhere.

"Those who can't go anyplace else, that's one thing, but most students are mobile," said Mitchel D. Livingston, vice president for student affairs at the University of Cincinnati, which is spending \$200 million on a main street of sorts, with everything from outdoor cafes to what he called a "mall style" student center.

"When they go on tours, within 15 minutes they know whether we're in or out," he said. "These amenities are playing a major role in that decision. They want to be 'wowed.' That's their language. To be 'wowed.'"

Continued on Page 12

UBC PLAN TO CATCH PLAGIARISTS RESERVES TOP MARKS FOR ORIGINALITY

Call it a pre-emptive strike against plagiarism. This fall, the University of British Columbia and other top Canadian universities are requiring students to hand in their essays to an American company so it can scan its electronic database for duplicate passages. Turnitin.com then spits out an "originality report" to their professors along with the electronic copy of the papers. The underlying assumption — guilty until proven innocent — changes the nature of the battle against plagiarism, a growing problem at university as class sizes balloon and personal contact with professors diminishes.

In the past, professors went to turnitin.com only if they were suspicious of a paper's authenticity. UBC, University of Toronto and McGill University in Montreal are among those testing this more aggressive tactic. They say it's the best deterrent against plagiarism and the fairest way to catch cheats.

Critics say it's an unfair tactic that casts all students as plagiarists and destroys any trust between pupil and professor.

"It's pre-emptive in the sense that we are telling students, 'This is important, if you're an honest student, there's no cost to you.' This will ensure you that everybody in the class is conducting themselves honestly," said Morton Mendelson, chairman of McGill's academic integrity committee and associate dean of academic and student affairs in the faculty of science.

McGill has launched a pilot project to test it in a handful of classes in the faculties of arts and science. It will decide next term whether to institute the practice campus-wide.

The University of Toronto has opted for a more aggressive approach. This fall, students in about 100 courses will be

required to hand in their assignments to turnitin.com. Pam Gravestock, assistant director of the office of teaching advancement, says it's "too cumbersome" for professors to go to turnitin.com when they have an inkling that an assignment is plagiarized. "This is much more blanket. It doesn't allow a faculty member to pick on a student that they're suspicious of. Everybody is being checked across the classroom. 'It's giving all the students the same starting point. It levels the playing field as things get more competitive and classes grow in size.'"

Professors at UBC are free to use turnitin.com if they are suspicious of a student's work, or they can apply it across the board, as is the case at McGill and U of T. About half of all professors using the service apply the blanket approach.

Other Canadian clients of turnitin include Simon Fraser University, McMaster University in Hamilton, Brock University in St. Catharines, Ont., York University in Toronto, Ryerson University in Toronto and the University of Western Ontario in London.

Don McCabe knows plagiarism is a problem on campuses: he recently found that one in three undergraduates admitted to plagiarizing at least once in their academic career in the first national survey of plagiarism at Canadian universities. But the professor of organization management at Rutgers University in New Jersey is a staunch critic of the blanket policy.

"I have no qualms of going to turnitin.com if a professor is suspicious, but to submit everything, it immediately destroys the potential bond of trust between students and professors," said McCabe.

The turnitin database searches 1.5 billion pages on the Internet. It also stores more than a million previously submitted essays.

-Can West News Services

September 10, 2003

FSA FUN BOWL



Galaxy Bowl,
Simon Avenue,
Abbotsford

Saturday, November 8, 2003

from 9 p.m. to midnight

Disco lights, music, snacks,
shoe rental, licensed bar

Door prizes and more!

Open to all UCFV employees,
family and friends

\$15.00 per person, Maximum 120 tickets

Proceeds to the UCFV United Way campaign
and future FSA Social Activities

*No previous bowling skills required,
just the ability to have fun*

We challenge all UCFV departments to put
together a team (maximum 6 per team)
or better yet, why not *more* than one team?

**To purchase tickets
or reserve a spot for your team/s
(2 teams per set of lanes),
please contact
Laura Naydiuk, Colleen Olund
or Faculty Reception**

THE FSA EXECUTIVE FOR 2003/2004:

CHILLIWACK OFFICE LOCAL: 2498

ABBOTSFORD OFFICE LOCALS:4530, 4475

President TIM COOPER4456

First Faculty Vice-President..... ELIZABETH DENNIS4561

Second Faculty Vice-President . NORM TAYLOR.....4225

First Staff Vice-President LISA GOWER4519

Second Staff-Vice Presidents ... CONNIE CYRULL4214

LAURA NAYDIUK4691

Grievance Chair (Faculty)..... BOB SMITH 2498/4530

Grievance Chair (Staff) MARNA LEVAE4534

Contract Chair SHELLEY DRYSDALE4232

Secretary/Treasurer IAN McASKILL4299

Recording Secretary MARGARET BRACKETT 4217

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